### PRINCIPLES

**Evaluation and evaluative work should be In service of equity.**

Evaluative work can and should answer critical questions about the:
- a) Ways in which historical and structural decisions have contributed to the condition to be addressed,
- b) Effect of a strategy on different populations,
- c) Effect of a strategy on the underlying systemic drivers of inequity, and
- d) Ways in which cultural context is tangled up in both the structural conditions and the change initiative itself.

Evaluative work should be designed and implemented commensurate with the values underlying equity work:
- a) Multi-culturally valid, and
- b) Oriented toward participant ownership.

### ORTHODOXIES

**The foundation defines what success looks like.**

Grantees and strategies are the evaluand, but not the foundation.

The foundation is the primary user of evaluation.

Evaluations should provide generalizable lessons.

**Evaluators should be selected based on credentials that reflect traditional notions of expertise.**

Evaluators are the experts and final arbiters.

Credible evidence comes from quantitative data and experimental research.

Evaluators are objective.

**Evaluation funding primarily goes to data collection, analysis, and reporting.**

Time frames/short term outcomes as indicators of good stewardship.

Evaluation in service of foundation brand.